

LEADERSHIP CONTINUUM
FOR CO/XO SPOUSES

Workshop #2

**Lessons Learned:
Dreams and Realities of Your Command Tour**

Points to Ponder

*A series of questions
for you and your spouse
to consider...*

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Setting Goals/Preparing for the CO/XO Tour:

- What were the goals that we set before the tour started? What progress have we made toward those goals? Do the goals need to be revised?
- What steps can we take now to bring our goals to fruition?
- What new goals need to be set for the remainder of the tour?
- Was there any type of precedent set by the previous CO/XO and spouses? If so, have we decided how to address that precedent, whether to continue it or change it?

If you attended the Newport Leadership School, take a moment to refer back to the mission statement you developed:

- Does that mission statement still represent our intent for the Command? What steps do we need to take toward reaching our mission?

If you did not attend the Newport Leadership School, consider developing a mission statement together. It should not matter if you are just beginning or are near the end of the tour.

Communication:

- What is the best time/way for us to discuss issues of the command with each other?
- How can we improve communication between ourselves and within our family?
- What is our plan for communication in the event of emergencies or crises?
- How do we make ourselves accessible to the command (to hear their concerns, to break the “ivory tower” image, etc.)? Are we accessible to both the officers and enlisted members of the command?
- Are there ways that we can increase the flow of communication to and from the command families?
- Are we using the Command Ombudsman in the most effective way? How can we improve communication with the Ombudsman?
- Are we using the Command Support Team in the most effective way? Who should be included in the team? What are the roles for each member of the team?

Family/Work Balance:

- How can we improve the balance between command duties and our family? How do we carve out quality time for ourselves?
- What steps can we take to improve our family time and maintain balance?
- What types of stress is the CX/XO tour having on us and our family? What do we need to do to combat this stress?

Resources:

- How are we using resources that can help us be better leaders for the Command?

- Are we using mentors? If not, whom can we identify as mentors and/or role models?
- Do we know all of the resources that we have available for the command (i.e., people and agencies that we can refer others to)? How can we better use those resources?

Spouse Involvement with the Command:

- What level of involvement do I (spouse) want to have with the command?
- What level of involvement do I (CO/XO) think my spouse should have with the command?
- What have I chosen to do to stay involved?
- Have I done anything that may have set a precedent in the command community that I need to be sure to continue?
- How have I worked with the ombudsman to establish rapport, get acquainted and establish a working relationship?
- Have I attended Ombudsman training and the monthly Ombudsman meetings?

Command Culture/Your Mission for the Command:

- What are the dynamics of the command? Are they changing? How should we respond?
- What is our mission for the command in terms of its “culture”?
- What specific steps can we take to create the culture we want to command to have (i.e., brown bags, social events, training opportunities)?

Reality:

- How are our expectations for the tour comparing with reality?
- What have been the positive “surprises” of our tour?
- What have been the negative “surprises” of the tour? What can we do to improve these situations or avoid them in the future?
- What kind of models have we been to the junior officers and their spouses who will one day have a CO/XO tour? Have we mentored others along the way?